

As at 27th April 2021: COVID-19 Alert level 4

INTRODUCTION

This is an updated Risk Assessment further to our Risk Assessment prepared and presented to Staff and Students at ARUL during the Summer of 2020 and subsequently reviewed and amended on the 16th December 2020. The mercurial nature of this pandemic warrants regular review. It should be noted that this Risk Assessment has been prepared on the assumption that our rate of infection (R number) allows ARUL to open their premises for Trimester 1 in September 2021. ARUL is ready to transition smoothly between blended learning, face to face learning and online learning should the need arise. Any decision by ARUL to make any transition regarding learning will be guided by the government.

The latest reproduction number (R number) and growth rate of COVID-19 in the UK have been published here on GOV.UK <https://www.gov.uk/guidance/the-r-number-in-the-uk>

[Local restriction tiers: what you need to know - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/local-restriction-tiers-what-you-need-to-know)

We are the first country to have had a vaccine ready to be rolled out in a specific order of priority, and it evident that the UK's Covid -19 vaccine programme has been highly successful on a worldwide level. The vaccine rollout has paved the way for the gradual lifting of restrictions. Not all those offered the vaccine will take it and even when vaccinated people may still contract the virus and pass it on. The virus can mutate and so although things look positive for the future we must be prepared for all outcomes and adapt.

Nothing is more important to ARUL than the safety of their staff and students. The overall purpose of this assessment is to ensure that the transmission of COVID is as low as possible.

ARUL gives high importance to fairness, proportionality and transparency.

Subject of Assessment:

Anglia Ruskin University London's (LCA) COVID-19 Secure (health and safety Risk Assessment).

This is our *COVID-19 Risk Assessment* to comply with the government's guidance on managing the risk of COVID-19 in the workplace. It will help ensure our premises are as safe as possible for staff, students and visitors to work and study. We have carefully examined the risk from the COVID-19 virus at ARUL and the university's overarching control measures for controlling the virus in the 2 buildings at Charterhouse and East India. This risk assessment has been and will be reviewed regularly by the ARUL COVID-19 Response Group, David Sexton, Roger Leung, Makayla Whyte, Callum Tasker, Charles O' Dean, Sanja Lalic, Amy Croft, Sonia Ozkaya and Sanjana Mariswamy-Miah, when there is a significant change in circumstances or if it is suspected to be no longer valid.

This risk assessment is part of the university's health and safety management system. The University's Health and Safety Policy is available in the Staff Handbook:

https://lcaangliaacuk-my.sharepoint.com/:f:/g/person/aykut_ozkaya_london_aru_ac_uk/EituFzBT04JNiICLERWFwisBX5bOwD2F1ty04jza9suwnA?e=2EAJn4

List the risk/s involved or describe the hazard

1. Hazard: The coronavirus COVID-19 virus.

Who is at risk: Anyone is susceptible to catching COVID-19. Staff, students, contractors and visitors to the university are potentially at risk.

Hazardous event (i.e. how can the COVID-19 virus be transmitted and infect people): A viable COVID-19 virus load must enter the body of an uninfected person in a high enough dose to cause an infection. Symptomatic transmission from an infected person who has developed signs and symptoms compatible with COVID-19 virus infection to a healthy person on campus:

- by close contact through respiratory droplets formed by coughing and sneezing;
- by direct contact with infected persons;
- by direct contact with contaminated objects and surfaces.

Pre-symptomatic and asymptomatic transmission from an infected person who has not developed signs and symptoms compatible with COVID-19 virus infection to an uninfected person on campus:

- by close contact through respiratory droplets formed by coughing and sneezing;
- by direct contact with infected persons;
- by direct contact with contaminated objects and surface;
- by flushing the toilet with the lid up. Virus containing droplets generated and dispersed. Inhaled by an uninfected person or land on surfaces and contact transmission.

Severity of outcome: Among those who become infected, some will exhibit no symptoms. Early data suggest that of those who develop an illness, the great majority will have a mild-to-moderate, but self-limiting illness – similar to seasonal flu. It is, however, also clear that a minority of people who get COVID-19 will develop complications severe enough to require hospital care, most often pneumonia. In a small proportion of these, the illness may be severe enough to lead to death. So far, the data suggests that the risk of severe disease and death increases among elderly people and in people with underlying health risk conditions (in the same way as for seasonal flu). ARUL recognise that ‘clinically extremely vulnerable’ and ‘clinically vulnerable’ staff and students are at increased risk (see links below for explanation of vulnerable staff).

2. Hazard: A change in emotional anxiety and mental health wellbeing caused by returning to the university within the COVID-19 pandemic and changes in normal working practices.

Who is at risk: Staff and students. Some people are at increased risk due to their current mental health status.

Hazardous event: Staff and students experience a conflict between the need to return to campus, study and work and their personal values, beliefs and mental health status.

Severity of outcome: Mild to severe deterioration in mental wellbeing impacting significantly on quality of life and ability to come to campus for work or study.

Our COVID-19 arrangements may impact on existing hazards and risks or may create new hazards and risks. Where this happens, we will review any risks and seek to minimise and/or eliminate them.

CURRENT SITUATION AND CONTROL MEASURES IN PLACE

Both buildings are currently open and there is full time staff on site to clean and maintain the buildings. Students have been asked to only use the Charterhouse building for trimester 2 and the current trimester 3, 2020/2021. . ARUL had switched to blended delivery since last year which provides the students with the option of online classes or attending the classes physically with teaching face to face, or a combination of both. Regular cleaning is in place as is continual cleaning of high contact areas and objects. Where possible staff continue to work from home as advised by the government and are supported in doing so. Any member of staff working from home who requires either of the buildings have had to request access specifically so that it could be arranged safely.

Resources on Working from Home

[Working safely during coronavirus \(COVID-19\)](#) Detailed GOV UK guidance for specific work settings.

[Working safely during the coronavirus outbreak](#) HSE advice and guidance on how to assess the risk from COVID-19

[Coronavirus \(COVID-19\): latest information and advice](#) The latest HSE advice on how to keep workers and the workplace safe

[Lone working](#) HSE guidance on managing the risk of working alone

<https://www.gov.uk/government/publications/coronavirus-action-plan/coronavirus-action-plan-a-guide-to-what-you-can-expect-across-the-uk>

<https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19#who-is-clinically-extremely-vulnerable>

<https://www.gov.uk/government/publications/staying-alert-and-safe-social-distancing/staying-alert-and-safe-social-distancing#clinically-vulnerable-people>

Student teaching is planned to be in a blended form for trimester 3 comprising of physical face to face and online learning (see below).

The government had relayed that they planned to review the situation in relation to Higher Education (HE) after Easter 2021, by taking account of data available. HE institutions will be given one week's notice, by the government, ahead of any return to full face to face learning. As of yet, this has not been relayed by the government. Any return to face to face teaching with both buildings open will of course be notified by ARUL to all staff and students in advance. The government has acknowledged that face to face learning is the best option for students and that the return is a national priority.

Additional control measures needed to reduce the risk

Working from home

Staff have been and are currently working from home if at all possible, and will be supported in doing so. Managers have been and are:

- ensuring that their staff, whether working from home or in ARUL buildings, are treated as one workforce, and all are fully connected with the work of the team and the University more generally;

- ensuring that communications to all staff, formal and informal, are conducted equally and consistently;
- ensuring that staff at home have the equipment they need to do their work safely and effectively.

The aim is to minimise the number of people in ARUL buildings to only those required for business-critical activities. There are some members of staff now working in our Charterhouse building due to business necessity and some have requested to work onsite. Such work must meet social distancing requirements.

The following critical roles for ARUL during the closure of buildings are still applicable with the opening of the premises on the 15th March 2021:

- ensuring building security, safety, maintenance and statutory compliance which cannot be performed remotely
- enabling us to get the buildings COVID-19 Secure as per the 5 steps to safe working laid out by the government
 - <https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19/5-steps-to-working-safely>
- enabling professional services (includes faculty professional staff) and faculties to get equipment and resources
- Should staff, who are continuing to work from home, need to come into our buildings briefly to collect equipment and resources, staff must first contact Roger Leung in advance, to seek approval and to arrange safe entry. An asset list of any equipment and resources that leave ARUL premises are being maintained by James Antwi. This reference to equipment and items is in relation to those that are needed to assist in the preparation of online teaching materials and work-related matters only. Security staff have been and will continue to accompany staff onsite to collect equipment or items (in a socially distanced manner) and to offer assistance.

TRIMESTER 1, 2 and 3 2020/2021: BLENDED LEARNING

At the beginning of September 2020 our Principal, David Sexton, held townhalls for staff and students to keep them informed, updated and to keep lines of communication open. Further Town Hall meeting were held in early January 2021. Further Town Hall meetings will be held.

Teaching and study at home

We are aware that the circumstances our students are in will vary from person to person, and that a return to ARUL buildings might not be possible for everyone. If a student wished to do so, or their circumstances did not allow them to join us for physical face to face tuition, they were able to complete the first trimester (September – December 2020) online. Students had the same options for trimester 2 in January 2021 and for trimester 3 in May 2021. Students will be kept up to date in respect of returning to ARUL premises and of any changes in how teaching will be carried out.

Teaching and study in Charterhouse and East India

ARUL had conducted teaching and study in a blended manner for tri 1 (detailed below). ARUL had released a survey with the first Risk Assessment to obtain the opinions and concerns of staff on returning to work. We had also obtained details of those who are vulnerable, extremely vulnerable, self-isolating and BAME staff, who feel safety is an issue. The results of such a survey are subject to GDPR and ensured communication between all parties were kept open. We are aware the situation is mercurial and unpredictable and so we are ensuring that we are in a position to be flexible in our decision making.

Who can work

In order to treat everyone in the workplace equally whilst protecting those at higher risk, ARUL had and will continue to closely follow the PHE and Government Guidelines on vulnerable individuals regarding return to work.

- Clinically extremely vulnerable <https://www.gov.uk/government/publications/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19/guidance-on-shielding-and-protecting-extremely-vulnerable-persons-from-covid-19#who-is-clinically-extremely-vulnerable>
- Clinically vulnerable <https://www.gov.uk/government/publications/staying-alert-and-safe-social-distancing/staying-alert-and-safe-social-distancing#clinically-vulnerable-people>
- Staff who need to self-isolate (if showing symptoms – 10 days), including Track and Trace instructions.
- BAME members of staff https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/892376/COVID_stakeholder_engagement_synthesis_beyond_the_data.pdf

Clinically vulnerable individuals could return to work in a safe manner enabling them to stay at least 1m away (as from 4th July 2020) from others to ensure health and safety.

The Government had advised that clinically extremely vulnerable could stop shielding from the 1st August 2020. After that date, those staff who have family members who are clinically extremely vulnerable could return to work. Shielding for the clinically extremely vulnerable was reinstated by the government in February 2021, which ended on the 31st March 2021, therefore from the 1st April 2021 those who had been shielding could return to work.

We will closely monitor the UK threat level and review advice from the government and other official sources to ensure that those staff only return to work when it is safe for them, and their families, to do so.

Protected Characteristics

Our return to the physical workplace arrangements and working options will not disadvantage colleagues with *protected characteristics* as per the Equality Act 2010. We will undertake to identify if there are any impacts on protected groups. Return to work arrangements will be mutually agreed to ensure that it is safe and appropriate for the employee to return.

Safe travel

ARUL recognises staff will need to travel to and from work. In some cases, this will be on public transport. We had the following arrangements in place to help staff travel safely:

- Limited travel between ARUL buildings, unless there is exceptional business need
- Planned start and finish times to maximise flexibility of travel arrangements
- We have a cycle to work scheme and bicycles can be parked in the car park
- Face coverings MUST BE WORN on all forms of public transport (this was made compulsory on the 15th June 2020 by the government)

Safe workplace and work areas in Charterhouse and East India

We have and will use trusted sources of information to inform our risk assessment decisions on how to ensure a safe workplace and work areas. These are:

- GOV UK and HSE guidelines,
- Industry and expert guidelines
- Sector and professional groups

We understand that workplaces could only open when a suitable and sufficient risk assessment has been carried out, controls implemented, and findings communicated to the people at risk. The COVID-19 Response Group have referred to the GOV working safely during coronavirus (COVID-19) guidance for business specific recommendations. <https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19> when carrying out their risk assessment.

We have and will continue will ensure the following:

- Faculty and Professional Services ensure equipment and other facilities under their control are ready and, where applicable, statutory compliance testing and inspection is in place and up to date.
- Return to work people induction ready for returning staff detailing new arrangements workplace and the basics for reducing COVID-19 transmission. Inductions will be carried out online. An equivalent resource will be created for students returning to campus; Zoom and email.
- Display *Staying COVID-19 Secure in 2020* posters at all entrances to our buildings.

SOCIAL DISTANCING

Wherever possible, we shall organise our buildings and activities to maintain at least 1m between people. Where people cannot be 1m apart, we shall manage the transmission risk. We shall do everything practicable to manage the transmission risk. The COVID-19 Response Group have thought about how staff and students move through Charterhouse and East India:

Common areas, including canteens, toilets, showers, and changing facilities. The following have been carried out:

- Perspex screens are erected in the iCentre.
- Physically moving tables/chairs so they are 1m apart in classrooms.
- Most seating has been removed in the canteens and other social areas to minimise their use. Students are therefore encouraged to remain in their classroom.
- Students remain in one classroom for one day.
- Student numbers in the classroom have been reduced.
- Classrooms are cleaned at the end of each day and/or when class bubbles change.
- Face coverings must be worn when moving around the building and can be used in classrooms at the discretion of the lecturer.
- Specific toilets have been allocated to classrooms for use, to minimise movement.
- Breaktimes have been staggered to maintain social distancing. Students must eat their lunch/snack in their allocated classrooms to further minimise movement around the building.
- Marking areas using floor paint or tape to help people keep a 1m distance. In foyer area, which is high traffic, 2 or 3 rows with 1m distancing markers leading to the i-Centre desk, leading to the lifts and in the LRC.
- Encouraging staff to stay on-site during working hours.

- Reminding staff and students to bring their own lunches. Staff and Students should bring/purchase their lunch/snacks before entering the building so that exit and re-entry is avoided.
 - Utilising the 3 entrance/exits to Charterhouse. ARUL plan to explore options for a one-way system.
 - 10am start time for lecturers/classes to allow for travel outside of rush hour and staggered start time for professional staff agreed with the relevant manager.
 - Afternoon classes will have a 4pm finish time for lecturers/classes and staggered finish time for professional staff as agreed with the relevant manager
 - Evening class times will remain at 6pm. However, we will not expect students to join their class until 6.30pm to allow flexibility. Lecturers should be ready to support students at 6pm, and must commence lecture at 6.30pm.
 - Students were given the option of attending all of their classes virtually via Zoom.
 - For those choosing a blended delivery option; these are split into two separate groups to minimise the number of students physically attending ARUL premises daily, whilst allowing students to attend each week should they choose to do so. Each group is timetabled to attend on one day physically and one day virtually each week.
 - Should a lecturer need to self-isolate then the session will be delivered remotely via Zoom into the physical classroom and to students studying from their residence virtually.
 - Should a student test positive for COVID their bubble will be notified and those students must self-isolate for 14 days.
 - For students selecting to attend an allocated physical classroom on a day:

Classroom:

- Students will be assigned a single classroom for the whole day.
- Classrooms will be rearranged with a minimum of 1 metre between students, and at least 3 metres from the lecturer.
- Classrooms will have a camera and microphone added, fixed in front of the lecturer to allow the 'live' lecture to be shared with students studying 'virtually'.
- When students are given work to do in groups, they will not be expected to move chairs; whilst those studying virtually will be placed in break-out rooms.
- Classrooms will be cleaned every afternoon and evening following classes, and between classes when there are evening classes.
- Students will be encouraged to bring their lunch and so remain in the classroom for the whole day 'within their bubble'.
- Students may choose to keep their face covering on in the classrooms at the discretion of the lecturer.
- The lecturer will conduct the lecture/class from behind a Perspex screen. Should any lecturer feel vulnerable they can request a protective visor from Roger Leung. A face covering (for the lecturer) is therefore not necessary, thus facilitating good communication with students, whilst being sufficiently protected. Perspex screens will be placed around or on the lectern for the lecturer to stay behind if he/she chooses to do so.

Entering and moving around the building:

- All temperatures are checked upon entering ARUL buildings. Should anyone's temperature be found to be high they will be sent home. The temperature equipment will be contactless.

- All students will be expected to wear face coverings whilst moving around the buildings.
- Students will be encouraged to use both entrances in each building. We may explore a one-way system.
- Students studying in Charterhouse are expected to use the stairs to reach floors 1 and 2 unless they have a disability. Students should use the stairs to reach floors 3-5 wherever possible.
- The central stairwell at Charterhouse is opened to spread usage, support social distancing, and avoid congestion.
- Stairwells are sign-posted at East India.
- Students using the stairs are encouraged to social distance.
- Lifts will have a maximum of 2 persons at any one time.
- Students will be encouraged to vary their arrival time to minimise congestion.
- The iCentre is be manned with a 1metre queue management system.
- Perspex screens separate iCentre/employability staff from students.
- All corridor doors are be wedged open to maximise air-flow and minimise the contact needed to move through the building. We have efficient air conditioning units which further increase ventilation.

Toilets:

- Classrooms have a designated morning and afternoon compulsory break-time to spread the pressure on toilets and avoid congestion.
- The closest toilets are highlighted in each classroom to spread usage as much as possible.
- Toilets display considerable signage regarding cleanliness. Toilet lids must be closed before flushing.
- Alcohol cleansing dispensers are in place at the front and rear of the building on each floor, along the corridors and outside toilets. These must be used upon entering and exiting the toilets.
- All students and staff using toilets are expected to wear face coverings.
- Toilets are cleaned by 2 cleaners on a continuous cycle.
- The shower facilities will be closed, for now.

Services:

- Most services had been provided virtually in trimester 1 and in trimester 2, including
 - Employability sessions and meetings
 - Wellbeing meetings
 - Meetings with the Director of Studies Office
 - Finance meetings
 - iCentre phone-call queries, live-chat etc.
- The following services are provided on sites:
 - Some iCentre coverage for physical queries.
 - Some 'employability' services.
 - LRC for booked quiet computer usage (controlled numbers)

Staff Offices:

- Staff are encouraged to work from home wherever their job allows this to happen (until ARUL receive notice from the government to open fully)
- Hand sanitisers are positioned in each staff-room.

- Computer and desk cleaning equipment are in each staff-room.
- Staff desks and computers are cleaned on a continuous cycle.
- Desks are re-arranged to maximise the space in between.
- Some staff rooms are re-assigned to sessional lecturers to minimise hot-desking.
- Hot-desking will only remain for a small number of sessional lecturers, and these members of staff are advised to minimise on-site computer work and to clean the desk and computer upon arrival and exit.

Signage:

- The buildings display considerable hygiene signage throughout.

Other:

- Students are expected to comply with a '**Safe Building Usage**' Policy (see attached), and any students consistently breaching social-distancing or expected hygiene behaviour will be removed from physical attendance for the trimester. We expect staff, students and visitors on site to follow safe behaviours to help us maintain social distancing and follow good hand hygiene practices.
- We encourage and advise staff and students to change clothes and shower upon their return home from ARUL buildings daily.

Symptoms of Covid-19

If anyone becomes unwell with a new continuous cough or a high temperature or loss or change in sense of taste and/or smell in the workplace they will be sent home and advised to follow the stay at home guidance. Line managers will maintain regular contact with staff members during this time. Please see the attached Staff and Student Covid -19 Pathways document for guidance.

Testing

The government offered regular workplace testing in January 2021. For staff and students who are who are onsite ARUL will conduct live tests twice a week using Lateral flow tests. The tests should be taken 3 to 4 days apart. The results will be recorded and subject to GDPR. If an individual's test is positive they should leave the workplace immediately and apply for a PCR test, the results of which should be relayed to ARUL via staffhealth@london.aru.ac.uk. We direct all staff and students to the Covid Pathways document attached for guidance.

All adults are encouraged by the government to test regularly. We strongly advise you to order the tests free of charge using the below link:

[Order coronavirus \(COVID-19\) rapid lateral flow tests - GOV.UK \(www.gov.uk\)](https://www.gov.uk)

Emergency arrangements, accidents, fire and security:

- We shall prioritise safety during incidents. People do not have to stay 1m apart if it would be unsafe.
- In the event of a fire alarm actuation, if there is no obvious sign of fire (smoke or flames) proceed, maintaining social distancing as much as possible to the nearest fire escape. If smoke or flames are present proceed as quickly, but calmly, as possible to the nearest fire escape. Fire escape staircases will afford a minimum of 30 minutes fire protection. On leaving the

building maintain social distancing and remain in the area to ascertain the position from Senior managers and/or Security. Managers will need to identify who the fire marshals are. Fire marshals should, after sweeping their area, proceed to the assembly point and liaise with Security, or if in attendance the fire service.

- First aid. Security and other first aiders will provide first aid assistance. All first aiders should pay attention to sanitation measures immediately afterwards including washing hands. Managers will need to identify who are the local first aiders and ensure their first aid supplies are adequate. First aiders are updated on COVID-19 workplace first aid procedures and *How to do CPR on an adult COVID-19* update <https://www.sja.org.uk/get-advice/first-aid-advice/unresponsive-casualty/how-to-do-cpr-on-an-adult/>

GOOD HYGIENE

We understand fully that although restrictions are currently being gradually lifted we must carry on with good habits: 'Hands, Face, Space'. We have and shall continue to organise our building cleaning to keep common areas clean and prevent transmission by touching contaminated surfaces. Working with our cleaning contractors we will:

- Enhance building cleaning and agree additional cleaning regimes with our cleaning contractor and waste management.
- Deep cleaning will take place.
- Cleaning will take place between day and evening classes.
- Users will be able to carry out local cleaning in key areas with provided cleaning products. Details to follow (e.g. telephones, keyboards/IT equipment, photocopiers and other office equipment).

We recognise shared resources and equipment can transmit the virus through touching contaminated surfaces. Managers will:

- identify additional shared resources and equipment
- assess when the resources shall be touched, how often and by whom
- determine the local cleaning regime for the that equipment.

We acknowledge that washing hands thoroughly and regularly is an effective way to control the virus. We shall:

- ensure staff, students and visitors have access to handwashing facilities and provide running water, soap and paper towels or electrical dryers.
- provide hand sanitiser in addition to washing facilities
- use signs and posters to increase awareness of good hand washing technique and hygiene
- provide reminders on avoiding touching your face and the cough/sneeze into your arm
- antibacterial sprays will be sourced to use throughout the building intermittently

PERSONAL PROTECTIVE EQUIPMENT (PPE), FACE MASKS AND FACE COVERINGS

Where staff and students are already using face coverings for work or study to protect against non-COVID-19 risks, they should continue to do so and we strongly encourage this.

To protect first aiders and cleaners/maintenance staff shall wear COVID PPE for higher risk tasks that cannot be performed 1m apart:

- fluid resistant surgical masks to protect wearers from splashes with infected blood or body fluids. No need to face fit test.
- disposable vinyl or nitrile gloves
- disposable plastic aprons polythene

- where there is anticipated risk of contamination with splashes, droplets or blood or body fluids polycarbonate safety spectacles must be worn and cover eyes well. Normal corrective glasses are not considered adequate.
- PPE Regulations apply.

ARUL acknowledge wearing a face covering may be beneficial as a precautionary measure. The evidence suggests that wearing a face covering does not protect you, but it may protect others if you are infected but have not developed symptoms. The government recommend face coverings in HE institutions. Face coverings are not a replacement for the other ways of managing risk outlined in this risk assessment. These other measures remain the best ways of managing risk at ARUL.

Wearing a face covering is compulsory when moving around ARUL buildings. ARUL supports their staff and students in wearing face coverings safely. We shall continue to instruct all wearers:

- wash your hands thoroughly with soap and water for 20 seconds or use hand sanitiser before putting a face covering on, and after removing it;
- when wearing a face covering, avoid touching your face or face covering, as you could contaminate them with germs from your hands;
- change your face covering if it becomes damp or if you've touched it;
- continue to wash your hands regularly;
- change and wash your face covering daily;
- if the material is washable, wash in line with manufacturer's instructions. If it's not washable, dispose of it carefully in your usual waste;
- practise social distancing wherever possible.

<https://www.gov.uk/government/publications/face-coverings-when-to-wear-one-and-how-to-make-your-own/face-coverings-when-to-wear-one-and-how-to-make-your-own>

The government has stated that there will be no legal limits on social contact and life events from the 21st June 2021, unless data directs the government to change this. ARUL will continue to encourage safe behaviours following this date. All viruses regularly mutate and create variants. The good news is scientists expect The Covid-19 pandemic to become an endemic with seasonal surges, which will be more manageable.

STRESS AND WELLBEING

The wellbeing of staff is a priority and our activities seek to minimise negative impacts of COVID-19. ARUL's Wellbeing Team are fully committed to supporting staff and students with regard to the repercussions of COVID-19.

GOVERNMENT TEST AND TRACE

<https://www.gov.uk/guidance/nhs-test-and-trace-how-it-works>

LOCAL LOCKDOWN

Should any of our staff and students be affected by a lockdown in their place of residence, ARUL will fully support them in working from home/study from home/accessing lectures online.

Risk Assessment verified by:

Principal, David Sexton *David Sexton*

Financial Director, Roger Leung *Roger Leung*

Dates of review:

22nd June 2020

26th June 2020

2nd July 2020

8th July 2020

9th July 2020

December 2020

April 2021